

Panaji, 1st November, 2024 (Kartika 10, 1946)

SERIES II No. 31

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

*Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 30 dated 24-10-2024 namely, Extraordinary dated 29-10-2024 from pages 641 to 642 regarding Notifications from Department of Finance.*

### GOVERNMENT OF GOA

Department of Agriculture  
Directorate of Agriculture

#### Order

No. 8/86/2024-25/D.Agr/895

Read: Memorandum No. 8-86/2024-25/D.Agr/602 dated 29-07-2024.

On the recommendation of the Goa Public Service Commission as conveyed vide letter No. COM/I/5/2(1)/2022/102 dated 20-06-2024, the Governor of Goa is pleased to appoint Shri Shubham Jaywant Satardekar, Scheduled Caste, reserved category against the post of Assistant Agriculture Officer on regular basis to Group "B" Gazetted under the Government of Goa, in the Level-6 of the Pay Matrix in the 7th Pay Commission and post him at the Zonal Agriculture Office, Pernem. His pay will be fixed in accordance with the Central Civil Service

(Revised pay) Rules, 2016 from the date of joining the service.

The above candidate has been declared medically fit by the Medical Board, Goa Medical College, Bambolim-Goa vide their letter No. 4/105/85-H/GMC/2024/592 dated 30-08-2024. The Additional District Magistrate, North Goa vide their letter No. 2/48/2014-MAG/VCA/2599 dated 18-09-2024 stated that there is nothing adverse reported against him at the concerned Police Station and other Police Stations in Goa.

The candidate shall be on probation for a period of two years with effect from the date of his joining.

The pay and allowances of the above candidate shall be debited to the Budget Head: 2401—Crop Husbandry; 00; 105—Manures and Fertilizers; 02—Manures and Fertilizers; 01—Salaries.

The above candidate shall join the duties within a period of fifteen days from the date of receipt of this Order.

By order and in the name of the Governor of Goa.

Sandeep B. Fol Dessai, Director (Agriculture) & ex officio Jt. Secretary.

Tonca-Caranzalem, 23rd September, 2024.

#### Order

No. 2/9/95-AGR/2024-25/Part(II)/1036

On the recommendation of the Local Departmental Promotion Committee, the following Agriculture Officers, Group 'B' Gazetted of this Directorate are hereby promoted to the post of Assistant Director of Agriculture/Scientist (Agronomy/Horticulture/Plant Protection), Group 'A' Gazetted on officiating basis in the pay matrix at Level-10 of the 7th Pay Commission with immediate effect until further orders or for a period of one year or till the suitable candidate is available from the respective category, whichever is earlier.

On promotion (officiation basis) they are posted as shown below:

Sr. No.	Name of the Officer	Present place of posting	Place of posting on promotion on officiating basis
1	2	3	4
1.	Shri Satyavan K. Dessai	On deputation as Secretary at Goa Agricultural Produce and Livestock Marketing Board, Arlem-Goa	To be continued on the post of Secretary, Goa Agricultural Produce and Livestock Marketing Board, Arlem-Goa on deputation.
2.	Smt. Vaibhavi V. Desai	Agriculture Officer, District Agriculture Office (South), Margao	Assistant Director of Agriculture (Crops), Crops & PP Section, Head Quarter against the vacant post.

The officiating promotion will not bestow on the above Officers any claim for regular promotion and the service rendered on officiating basis in the grade will not count for the purpose of seniority in that grade for eligibility for promotion to the next higher grade.

This is issued with approval of Government vide entry No. 4976/F dated 10-10-2024.

By order and in the name of the Governor of Goa.

*Sandeep B. Fol Dessai*, Director (Agriculture) & ex officio Jt. Secretary.

Tonca-Caranzalem, 14th October, 2024.

#### Order

No. 2/14/95/Agri(Part)/Vol.II/1048

Government is pleased to order the transfer of the following Group 'B' Gazetted Officers of this Directorate as indicated below against their names with immediate effect:

Sr. No.	Name of the Officer & designation	Place of present posting	Place of posting on transfer
1	2	3	4
1.	Shri Sandesh Jiva Raut Desai	Zonal Agriculture Office, Quepem as Zonal Agriculture Officer	As Agriculture Officer, District Agriculture Office (South), Margao-Goa, vice Shri Dattatraya M. Pandit being transferred.
2.	Shri Kirtiraj K. Naik Gaonkar	Government Agriculture Farm, Kalay, Sanguem, Goa as Farm Superintendent	As Zonal Agriculture Officer, Zonal Agriculture Office, Quepem vice Shri Sandesh Jiva Raut Desai being transferred.
3.	Shri Dattatraya M. Pandit	District Agriculture Office (South), Margao-Goa as Agriculture Officer	On deputation at Agriculture Technology Management Agency (South), Margao, as Deputy Project Director, thereby relieving Shri Raghunath Morajkar, Scientist (Plant & Protection), Krishi Vigyan Kendra, South from the additional charge of Deputy Project Director, ATMA, South

The deputation of Shri Dattatraya M. Pandit, Agriculture Officer shall be initially for a period of two years with effect from the date of taking over the charge and shall be governed by standard terms of deputation as contained in the O.M. No. 13/4/74-PER dated 12-02-1999 and amended from time to time.

This is issued with approval of Government vide entry No. 4643/F dated 03-10-2024.

By order and in the name of the Governor of Goa.

*Sandeep B. Fol Dessai*, Director (Agriculture) & ex officio Jt. Secretary.

Tonca-Caranzalem, 16th October, 2024.

#### Order

No. 2/14/95/Agri(Part-I)/Vol.II/1078

Shri Mahendra U. Pagui, Assistant Agriculture Officer, O/o. Government Agricultural Farm, Kalay, Sanguem-Goa shall hold the charge of Farm Superintendent, Government Agricultural Farm, Kalay, Sanguem-Goa on transfer of Shri Kirtiraj B. Naik Gaonkar, in addition to his own duties until further orders.

He shall also exercise the powers of Drawing and Disbursing Officer for the Office of Farm Superintendent, Government Agricultural Farm, Kalay, Sanguem-Goa.

He shall continue to draw his pay and allowances against the post of Assistant Agriculture Officer, Government Agricultural Farm, Kalay, Sanguem-Goa.

This is issued with approval of Government vide entry No. 2169 dated 18-09-2024.

By order and in the name of the Governor of Goa.

*Sandeep B. Fol Dessai*, Director (Agriculture) & ex officio Jt. Secretary.

Tonca-Caranzalem, 21st October, 2024.

#### Order

No. 2/14/95/Agri(Part-I)/1103

Government is pleased to order the transfer of Shri Nilesh alias Madhavrao Daulatrao Khanvilkar, Assistant Agriculture Officer (Group 'B' Gazetted), Zonal Agriculture Office, Margao to the post of Fertilizer Inspector under the Dy. Director of Agriculture (INM) under the Budget Head:

2401—Crop Husbandry; 00; 103—Seeds; 02—Agricultural Experiments & Research; 01—Salaries, by relieving Shri Satyavan K. Desai from his additional charge of the said post.

Shri Khanvilkar shall also hold the additional charge of Agriculture Officer (Extension) at Head Quarter in addition to his own duties until further orders.

This is issued with approval of Government vide entry No. 2218 dated 10-10-2024.

By order and in the name of the Governor of Goa.

*Sandeep B. Fol Dessai*, Director (Agriculture) & ex officio Jt. Secretary.

Tonca-Caranzalem, 24th October, 2024.



### Department of Co-operation

Office of the Registrar of Co-operative Societies

#### Order

No. 219/Co-op. Awards/2023-24/Wing-II/H.O./RCS/2544

Read: 1) Notification No. 43/2/2001/TS/RCS dated 20-09-2001, published in Official Gazette, Series I No. 28 dated 11-10-2001.

2) Notification No. 43/2/2001/TS/RCS dated 01-06-2010, published in Official Gazette, Series I No. 11 dated 10-06-2010.

3) Notification No. 42/4/Award Scheme (Amendment)/TS/RCS dated 18-08-2015, published in Official Gazette, Series I No. 22 dated 27-08-2015.

4) Notification No. 42/4/Award-Scheme (Amendment)/2022/RCS/2555 dated 21-10-2022, published in Official Gazette, Extraordinary No. 3, Series I No. 29 dated 21-10-2022.

In accordance with Clause 5(1) of the Scheme for Goa State Co-operative Award and Assistance (hereinafter referred to as 'the Scheme') notified vide above read Notifications, the Government is pleased to constitute the "Goa State Co-operative Awards and Assistance Selection Committee" (hereinafter referred to as 'Selection Committee') for selecting and recommending the names for selecting the Awardees in accordance with the Scheme taking into consideration the performance till Co-operative Year 2023-2024 as under.

Sr. No.	Name	Designation
1	2	3
1.	Shri Ulhas B. Phaldessai	Chairman.
2.	Shri Vallabh Salkar	Member.
3.	Shri Durgadas L. Gaude	Member.
4.	Shri Samir Vasudev Morajkar	Member.
5.	Shri Mahesh Krishna Naik	Member.
6.	Dy. Registrar Co-op. Societies (Tech.)	Member Secretary.

The above Selection Committee shall function in accordance with the provisions of the Scheme.

The Selection Committee shall recommend the names of the individual as well Societies for their excellence in the Co-operative field for the following Awards.

1. Goa Sahakar Ratna.
2. Goa Sahakar Bhushan.
3. Goa Sahakar Shri.
4. Goa State Best Co-operative Society.
5. Goa State Consolation Award to Co-operative Societies.
6. Assistance to individual in the field of Co-operative movement.

These awards shall be for the work and performance till Co-operative year 2023-24 ending on 31-03-2024.

In terms of Clause 5(5) of the Scheme, the Deputy Registrar of Co-operative Societies (Tech.), Office of the Registrar of Co-operative Societies, Patto, Panaji shall function as the Member Secretary of the Selection Committee and shall be responsible to compile the data and the information received from the individuals and Zonal Offices and place it before the Selection Committee. He shall also assist the Selection Committee in performing its functions and maintain the records of the meetings.

The Chairman and the members of the Selection Committee shall be entitled for travelling allowance as provided under the Clause 5(4) of the Scheme and honorarium as approved by the Government.

By order and in the name of the Governor of Goa.

*Arvind V. Bugde*, Registrar (Co-operative Societies) & ex officio Joint Secretary.

Panaji, October, 2024.

## Department of Environment & Climate Change

### Order

No. 2-120/2024/ENVT & CC/DIR/1245

Sub.: Constitution of the State Steering Committee for Air Quality Monitoring for Goa (GOA-SSC).

Ref.: 1) NGT matter O.A No. 159 of 2021 (SZ) & I.A. No. 47 & 48 of 2024 (SZ).

2) CPCB guidelines for formulation of State Action Plan.

Whereas, as per the Hon'ble NGT in matter of O.A. No 159 of 2021 (SZ) & I.A. No. 47 & 48 of 2024 (SZ), the Hon'ble NGT has directed the Central Pollution Control Board (CPCB) to frame the common guidelines for preparation of the State Action Plan. Inorder to review the progress of implementation of State Air Quality Monitoring Committee, the Government hereby constitutes a committee as per the direction of the Hon'ble NGT, with the following members under the Chairmanship of Chief Secretary:

State Steering Committee for Air Quality Monitoring for Goa (GOA-SSC):

Sr. No	Members	Designation
1	2	3
1.	The Chief Secretary-Goa	Chairperson.
2.	The Secretary (Urban Development), Government of Goa	Member.
3.	The Secretary (Environment), Government of Goa	Member.
4.	The Secretary (Health), Government of Goa	Member.
5.	The Secretary (Public Works Department), Government of Goa	Member.

The Terms of Reference for State Steering Committee for Air Quality Monitoring for Goa (GOA-SSC) are as follows:

The Steering Committee will review the progress of implementation of State Air Quality Monitoring Committee within 3 months of State Air Quality Monitoring Committee meeting and review the same and submit the report with status finding/ recommendation to State Government for necessary implementation with a copy to Central Pollution Control Board and Goa State Pollution Control Board.

By order and in the name of the Governor of Goa.

*Johnson B. Fernandes*, Director & ex officio Joint Secretary (Environment & Climate Change).

Panaji, 24th October, 2024.

**Order**

No. 2-120/2024/ENVT & CC/DIR/1246

Sub.: Constitution of the State Air Quality Monitoring Committee (SAQMC).

Ref.: 1) NGT matter O.A No. 159 of 2021 (SZ) & I.A. No. 47 & 48 of 2024 (SZ).

2) CPCB guidelines for formulation of State Action Plan.

Whereas, as per the Hon'ble NGT in matter of O.A. No. 159 of 2021 (SZ) & I.A. No. 47 & 48 of 2024 (SZ), the Hon'ble NGT has directed the Central Pollution Control Board (CPCB) to frame the common guidelines for preparation of the State Action Plan. Inorder to prepare the State Action Plan, review the progress, and implement the State Action Plan and framing policy to the Government with respect of Air Quality Management, hereby constitutes a committee as per the direction of the Hon'ble NGT, with the following members under the Chairmanship of Secretary to Government (Environment):

State Air Quality Monitoring Committee (SAQMC):

Sr. No.	Members	Designation
1	2	3
1.	The Secretary to Government (Environment), Goa	Chairperson.
2.	The Director, Department of Science, Technology and Waste Management, Goa	Member.
3.	The Director, Department of Transport, Goa	Member.
4.	The Director, Directorate of Industries, Trade and Commerce	Member.
5.	The Director, Directorate of Urban Development, Goa	Member.
6.	The Director, Directorate of Agriculture, Goa	Member.
7.	The Managing Director, Goa Waste Management Corporation	Member.
8.	The Director, Directorate of Panchayats, Goa	Member
9.	The Director, Department of Environment & Climate Change, Goa	Member.

1	2	3
10.	Prof. Mukund Keshavrao Deshmukh, Professor, BITS Pilani, Goa Campus	Expert Member.
11.	Anita Bhagirathji Agrawal, Associate Professor, BITS Pilani, Goa Campus	Expert Member.
12.	Dr. Niyati Kalangutkar, Assistant Professor, Goa University	Expert Member.
13.	The Member Secretary, Goa State Pollution Control Board	Member Convenor.

The Terms of Reference for the State Air Quality Monitoring Committee (SAQMC) are as follows:

- i. The Committee shall prepare the State Action Plan with respect to Air Quality for the State.
- ii. The Committee shall meet once in six months and review the status on implementation of the State Action Plan (SAP) for controlling air and noise pollution.
- iii. The Committee shall advice the Government of Goa on Air Pollution Control and management issues.
- iv. The Committee shall bring up policy intervention, mitigation measures for the management of the better air quality in the State of Goa.
- v. The SAQMC shall bring emission reduction target for the State of Goa in line with the Government of India mandate.
- vi. The Committee shall facilitate the new clean energy projects and other financial incentives to promote renewable energy and climate resilience in the State of Goa.
- vii. The policy brought forth by the committee and action tackling air pollution should have a direct positive impact on population health (SDG 3). Building sustainable cities and communities (SDG 11) relies on safe levels of particulate matter pollution and also on climate action (SDG 13).
- viii. The Committee shall implement National Emissions Trading System including various national policies issued/notified by the GoI for the promotion of clean air, sustainable livelihood in the State.
- ix. Strengthening the Air Quality Monitoring Networks in the State of Goa.

- x. The Committee shall advise in carrying out the necessity of source apportionment studies as required.
- xi. The committee shall report to State Steering Committee and submit the recorded minutes within 7 days on completion of meeting.

All the non-official Members of the Committee shall be entitled for Honorarium of Rs. 3500/- per

member per sitting which will be borne by Goa State Pollution Control Board (GSPCB).

By order and in the name of the Governor of Goa.

*Johnson B. Fernandes*, Director & ex officio Joint Secretary (Environment & Climate Change).

Panaji, 24th October, 2024.

### Order

No. 2-120/2024/ENVT & CC/DIR/1247

Sub.: Constitution of the District Air Quality Monitoring Committee (DAQMC) for North Goa and South Goa District respectively.

Ref.: 1) NGT matter O. A No. 159 of 2021 (SZ) & I.A. No. 47 & 48 of 2024 (SZ).

2) CPCB guidelines for formulation of State Action Plan.

Whereas, as per the Hon'ble NGT in matter of O.A. No 159 of 2021 (SZ) & I. A. No. 47 & 48 of 2024 (SZ), the Hon'ble NGT has directed the Central Pollution Control Board (CPCB) to frame the common guidelines for preparation of the State Action Plan. In order to assist the State Air Quality Monitoring Committee in its activities and for implementation of the measures stipulated by State Air Quality Monitoring Committee, the Government hereby constitutes committees as per the direction of the Hon'ble NGT, with the following members under the Chairmanship of District Collector for North Goa and South Goa District respectively:

District Air Quality Monitoring Committee (DAQMC)-North Goa

Sr. No.	Members	Designation
1	2	3
1.	The District Collector, North Goa	Chairperson.
2.	The Superintendent of Police, North	Member.
3.	The Superintendent of Police (Traffic)	Member.
4.	The Deputy Director, Directorate of Industries and Commerce	Member.
5.	The Deputy Director (Public Health), Directorate of Health Services	Member.
6.	The Deputy Director, Directorate of Education, Goa	Member.
7.	The Deputy Director of Panchayats, North	Member.
8.	The Deputy Director of Higher Education	Member.
9.	The Deputy Director of Transport, North	Member.
10.	Senior Engineer (S.E.) III, Public Works Department, North	Member.
11.	Senior Engineer (S.E.) IX, Public Works Department	Member.
12.	District Agricultural Officer (North)	Member.
13.	The Senior Town Planner (North), Town and Country Planning Department	Member.
14.	The Member Secretary, North Goa Planning Development Authority	Member.
15.	Mrs. Nandan Prabhudessai, Assistant Environmental Engineer, Goa State Pollution Control Board	Member.
16.	The Deputy Collector (Revenue), North	Member.
17.	Dr. Mohan Girap, Scientist-C, Goa State Pollution Control Board	Member Convenor.

## District Air Quality Monitoring Committee (DAQMC)-South Goa

Sr. No.	Members	Designation
1	2	3
1.	The District Collector, South Goa	Chairperson.
2.	The Superintendent of Police, South	Member.
3.	The Superintendent of Police (Traffic)	Member.
4.	The Deputy Director, Directorate of Industries and Commerce, Goa	Member.
5.	The Deputy Director (Public Health), Directorate of Health Services	Member.
6.	The Deputy Director, Directorate of Education, Goa	Member.
7.	The Deputy Director of Panchayats, South	Member.
8.	The Deputy Director of Higher Education	Member.
9.	The Deputy Director of Transport, South	Member.
10.	Senior Engineer (S.E.) IV, Public Works Department, South	Member.
11.	Senior Engineer (S.E.) IX, Public Works Department	Member.
12.	District Agricultural Officer (South)	Member.
13.	The Senior Town Planner (South), Town and Country Planning Department	Member.
14.	The Member Secretary, South Goa Planning Development Authority	Member.
15.	Mr. Pravin Faldessai, Assistant Environmental Engineer, Goa State Pollution Control Board	Member.
16.	The Deputy Collector (Revenue), South	Member.
17.	Mrs. Jenica Sequeira, Scientist-D, Goa State Pollution Control Board	Member Convenor.

The Terms of Reference for District Air Quality Monitoring Committee (DAQMC) are as follows:

- i. The DAQMC shall meet once in three months regarding the implementation of the Air Pollution Control measures in the district and submit a report to the AQMC.
- ii. The Committee is responsible for day-to-day monitoring and implementation of Action Plan.
- iii. The Committee shall be responsible for the progress of identified and entrusted activities and to ensure effective implementation of Action Plan.
- iv. The Committee shall plan the financial requirement for the implementation of the Action Plan.
- v. To oversee all the action points mentioned in the action plan. The implementing departments are appropriately tasked to deliver the results as expected.
- vi. The Committee shall develop effective implementation and monitoring of Public Grievance Redressal System pertaining to Air Pollution.
- vii. The Committee shall implement measures to bring down the standards of the air quality within the prescribed norms if it is in higher concentration and also shall take notable measures to maintain better Air Quality in the regions with defined timeline.
- viii. The DAQMC shall carry out various awareness activities to promote clean air and sustainable life style.
- ix. Air quality of the region shall be posted in the website of the office of the District Collector, Municipalities, Science, Technology and Environment, Pollution Control Committee, Tourism for the public information.
- x. The Committee shall report to the State Air Quality Monitoring Committee and submit their recorded minutes with clear defined timeline within 7 days of completion.

By order and in the name of the Governor of Goa.

*Johnson B. Fernandes*, Director & ex officio Joint Secretary (Environment & Climate Change).

Panaji, 24th October, 2024.

**Notification**

No. 134-10-2015/ENVT &amp; CC/DIR/1192

Read: 1) Notification No. 118-10-2015/STE-DIR/819 dated 18-11-2019.

2) Notification No. 118-10-2015/STE-DIR/65 dated 28-04-2021.

3) Notification No. 134-10-2015/ENVT&amp;CC-DIR/1547 dated 17-02-2023.

Whereas, the Ministry of Environment, Forests and Climate Change, Government of India vide following notifications has notified an area around the boundaries of the Wildlife Sanctuaries/National Park/Bird Sanctuary in the State of Goa, as the Eco-sensitive Zone:

1. S.O. 221(E) dated 23-1-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Bhagwan Mahaveer Wildlife Sanctuary and National Park in the State of Goa, as the Eco-sensitive Zone.
2. S.O. 615 (E) dated 25-1-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Bondla Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone.
3. S.O. 555 (E) dated 17-2-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Netravali Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone.
4. S.O. 607 (E) dated 24-2-2015 declaring an area up to the river bank abutting the Dr. Salim Ali Bird Sanctuary on the three sides of the said Sanctuary and to the extent of 100 mtrs. on the eastern side towards Chorao village from the Sanctuary in the State of Goa as the Eco-sensitive Zone.
5. S.O. 608 (E) dated 24-2-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Cotigao Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone
6. S.O. 616 (E) dated 25-2-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Madhei Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone.

And whereas, the Central Government in the Ministry of Environment, Forests and Climate Change has constituted a Committee called the

State Level Eco-Sensitive Zone Monitoring Committee for effective monitoring of all notified Eco-Sensitive Zones around the National Parks and Wildlife Sanctuaries in the State of Goa vide Notification No. S.O. 221 (E), dated 23rd January, 2015. The said Committee is also specified in para 5 of all aforementioned six notifications.

And whereas, the constitution of the aforementioned State Level Eco-Sensitive Zone Monitoring Committee for the State of Goa provides that the Government of Goa shall nominate three members in the Committee for a term of one year, as indicated hereinbelow:-

- i) one representative of Non-Government Organisation working in the field of environment (for a term of one year) —Member.
- ii) one representative of Community Based Organisation nominated by the State Government (for a term of one year)—Member.
- iii) one expert in Ecology from reputed Institution or University of the State of Goa to be nominated by Government of Goa (for a term of one year)—Member.

Now therefore, in furtherance to the Notification bearing S.O. 221 (E) dated 23rd January, 2015 and para 5 of aforementioned six notifications issued by the Ministry of Environment, Forests & Climate Change; the Government of Goa hereby nominates the following persons to be members of the State Level & Eco-Sensitive Zone Monitoring Committee for a period of one year from the date of publication of this Notification in the Official Gazette:-

1. Chief Secretary, Government — Chairman.  
of Goa
2. Representative of the Ministry — Member.  
of Environment, Forest  
and Climate Change
3. Member Secretary, GSPCB — Member.
4. Shri Savio J. F. Correia, — Member.  
Apartment-II, Mangor Hill,  
Vasco-da-Gama—Representative  
of Non-Government Organization  
working in the field of environment  
(for a term on one year)
5. Shri Pandurang Patil, Farmer, — Member.  
President of Rivona, Rivona,



Sangem-Goa—Representative  
of community based organization  
nominated by the State  
Government (for a term  
on one year)

6. Dr. Sachin Tendulkar, CEO, — Member.  
Mineral Foundation of Goa,  
Mining, Panaji-Goa—Expert in  
Ecology from reputed Institution  
or University of the State of Goa  
(for a term on one year)
7. Principal Secretary, Environment, — Member.  
Government of Goa
8. Secretary, Rural Development, — Member.  
Government of Goa
9. Secretary, Forest, Government — Member.  
of Goa
10. Secretary, Agriculture, — Member.  
Government of Goa
11. Secretary, Urban Development, — Member  
Government of Goa
12. Secretary, Housing, — Member.  
Government of Goa
13. Secretary, Ports, — Member.  
Government of Goa
14. Secretary, Transport, — Member.  
Government of Goa
15. Secretary, Revenue, — Member.  
Government of Goa
16. Addl. Principal Chief — Member  
Conservator of Forest (WL.) Secretary.  
& Chief Wildlife Warden,  
Government of Goa.

Function of the SESZMC shall be as under:

- a) The SESZMC shall monitor the compliance of the provisions of Notifications declaring Eco-Sensitive Zones around National Park and Wildlife Sanctuaries in the State of Goa including this notification.
- b) All activities that are covered under the scheduled to the notification of the Government of India in the Ministry of Environment and Forest number S.O.1533 (E), dated the 14th September, 2006, and are falling within such Eco-Seasitive Zones as are notified by the Central Government by issuing notification in the Gazette of India in respect

of the National Parks and Wildlife Sanctuaries in the State of Goa, except for the prohibited activities specified in the table under paragraph 4 thereof, shall be scrutinised by the SESZMC based on the actual site-specific condition and refer the same to the Central Government in the Ministry of Environment, Forest and Climate Change for prior environmental clearance under the provisions of the said notification.

- c) All activities that are covered under the schedule to the notification of the Government of India in the Ministry of Environment and Forest number S.O.1533 (E), dated the 14th September, 2006 but are falling within such Eco-sensitive Zones as are notified by the Central Government by issuing notification in the Gazette of India in respect of the National Parks and Wildlife Sanctuaries in the State of Goa, except for the prohibited activities specified in the table under paragraph 4 thereof, shall be scrutinised by the SESZMC based on the actual site-specific condition and refer the same to the concerned regulatory authorities.
- d) The Member Secretary of the SESZMC or the concerned Collector of the concerned park in-charge shall be competent to file complaint under Section 19 of Environment (Protection) Act, 1996 against any person who contravenes the provisions of this notification.
- e) The SESZMC may invite representatives or expert from concerned Department, Industry Associations or concerned stakeholders to assist it in its deliberations depending on the requirements on issue to issue basis.
- f) The SESZMC shall submit the annual action taken report of its activities as on 31st March of every year 30th June of that year to the Central Government in the Ministry of Environment, Forests and Climate Change as per proforma given in Annexure IV.
- g) The Central Government in the Ministry of Environment, Forests and Climate Change may give such directions, as it may deem fit, to the SESZMC for effective discharge of its functions.

This supercedes earlier Notification No. 134-10-2015/ENVT & CC-DIR/1130 dated 09-10-2024.

By order and in the name of the Governor of Goa.

*Johnson B. Fernandes*, Director & ex officio Joint Secretary (Environment & Climate Change).

Panaji, 18th October, 2024.

### Department of Forest

#### Order

No. 4/4/2024-FOR(PF)/232

The Government of Goa is pleased to post Shri Harsh Damodar Phadte, appointed as Assistant Conservator of Forest vide Order No. 4/2/2024-FOR/202 dated 04-09-2024 as Sub Divisional Forest Officer, Canacona under Deputy Conservator of Forest, South Goa Division, Margao.

Shri Harsh Damodar Phadte shall draw his salary on the post of Sub Divisional Forest Officer, Canacona with effect from the date of joining the post of Assistant Conservator of Forest i.e. 09-09-2024 (b.n.).

By order and in the name of the Governor of Goa.

*Dr. Pooja M. Madkaikar*, Under Secretary (Forest).  
Porvorim, 15th October, 2024.

### Department of Information and Publicity

#### Order

No. DIP/R. DAY-TAB.2025/2024/2583

Government is pleased to constitute a committee under the Chairmanship of Hon'ble Chief Minister comprising of the following in order to select the design of tableau for presentation at Republic Day Parade, 2025:

- |                                       |   |           |
|---------------------------------------|---|-----------|
| 1. Chief Minister                     | — | Chairman. |
| 2. Minister for Art & Culture         | — | Member.   |
| 3. Chief Secretary                    | — | Member.   |
| 4. Secretary, Information & Publicity | — | Member.   |
| 5. Principal Chief Engineer, PWD      | — | Member.   |
| 6. Principal, Goa College of Art      | — | Member.   |

- |   |   |                   |
|---|---|-------------------|
| 7. Director of Art & Culture                | — | Member.           |
| 8. Director of Accounts                     | — | Member.           |
| 9. Principal, Goa College of Music          | — | Member.           |
| 10. Jt. Director of Information & Publicity | — | Member.           |
| 11. Director of Information & Publicity     | — | Member Secretary. |

The Committee will be entrusted with the following works:

1. Scrutinize designs received from tableau contractors.
2. Technical evaluation of the eligible bids based on the information/detailing/concept/design/s.
3. Awarding of marks to the bids based on criteria prior experience previous awards of the bidders, presentation etc.
4. Supervise the fabrication of the float and oversee the presentation.

This issues with the approval of Government under U.O. No. 3646/F dated 30-08-2024.

By order and in the name of the Governor of Goa.

*Dipak M. Bandekar*, Director (Information & Publicity) & ex officio Addl. Secretary.

Panaji, 19th September, 2024.

#### Notification

No. DI/INF/PAC/2019-21/4/3307

Read: Notification No. DI/INF/PAC/2019/21-4/3191 dated 13-10-2022, published in the Official Gazette, Series II No. 29 dated 20-10-2022.

The Government of Goa hereby extends the term of Press Accreditation Committee constituted by the above referred notification for a period of one year.

This issues with the approval of Government vide U. O. 3331/F dated 22-08-2024.

By order and in the name of the Governor of Goa.

*Dipak Bandekar*, Director, Information & Publicity & ex officio Addl. Secretary.

Panaji, 22nd October, 2024.

## Department of Labour

## Notification

No. 28/02/2024-LAB/Part-V/639

The following Judgment passed by the Labour Court-II, at Panaji-Goa, on 23-04-2024 in Case No. LC-II/LCC/04/2022 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 15th October, 2024.

THE LABOUR COURT-II  
GOVERNMENT OF GOA  
AT PANAJI

**(Before Shri Suresh N. Narulkar, Hon'ble  
Presiding Officer)**

Case No. LC-II/LCC/04/2022

Shri Chaitanya D. Joshi,  
H. No. 256/1, Varchawader Sal,  
Bicholim-Goa (403503) .... Applicant.

V/s

M/s. Power Engineering (India) Pvt. Ltd.,  
Plot No. 58/A, Tuem Industrial Estate,  
Tuem, Pernem-Goa (403512) ... Opponent.

Applicant represented by Ld. Rep. Shri P. Gaonkar.

Opponent represented by Ld. Adv. Shri P. J. Kamat.

Panaji, dated: 23-04-2024.

## JUDGMENT

1. This Judgment and Order shall determine the claim application of the Applicant dated 06-12-2022 filed u/s. 33-C (2) of I.D. Act, 1947.

2. By the present claim application, the Applicant claimed an amount of Rs. 1,08,806/- towards his unpaid salary.

3. The Opponent resisted the aforesaid claim application of the Applicant by filing its reply dated 25-01-2023. The opponent, as and by way of its preliminary objections, submitted that the Applicant is not a "Workman" as defined under Section 2(s) of the I.D. Act, 1947, that the claim which is made in the application is not due to the Applicant under a settlement or an award or under the provisions of Chapter VA or Chapter VB of the

said Act and that the amount claimed is neither payable to the Applicant nor it is a benefit given to the Applicant.

4. The Opponent stated that the Applicant was appointed as an "Executive" by them in H.R. in S4 Grade w.e.f. 21-05-2018 vide letter of appointment dated 21-05-2018. The Opponent stated that the Applicant being an Executive in H.R. Department in Grade S4 is not a "Workman" as defined u/s 2(s) of the said Act. The Opponent stated that in the letter of appointment dated 21-05-2018 issued to the Applicant, it has been clearly stated that the Applicant shall drop a remuneration of Rs. 3,20,000/- per annum CTC which is the cost the Company i.e. the said remuneration includes the cost of contribution of the Company to the Provident Fund, Leave Bonus, Performance, etc. except gratuity. The Opponent stated that the Applicant was given an Annexure-I stating his monthly break-up of the actual wages payable to him which are basic of Rs. 6656/-, HRA Rs. 8126.50/- and Conveyance of Rs. 8126.50/- and thus total of Rs. 22,908/-. The Opponent stated that the amount of Rs. 32,000/- mentioned in the letter of appointment is against the variable component and is not the wages agreed to be paid to the Applicant as claimed. The Opponent stated that as per the break-up given in the Annexure-I to the letter of appointment the actual wages payable to the Applicant were Rs. 22,908/- per month excluding the PF contribution of the Opponent and the bonus. The Opponent stated that the Applicant had accepted the same and also accepted the wages paid to the Applicant from May, 2018 onwards. The Opponent stated that the Applicant had joined on 21-05-2018 and had thus worked for 11 days from 21-05-2018 to 31-05-2018. The Opponent stated that the Applicant's monthly salary was Rs. 22,908/- excluding its share of PF contribution and the bonus which was payable for 31 days of May, 2018. The Opponent stated that as the Applicant has worked for 11 days from 21-05-2018 to 31-05-2018 and was entitled to gross wage of Rs. 8129/- for 11 days and that after deducting the PF contribution of the Applicant, the Applicant was paid net amount of Rs. 7846/- for May, 2018. The Opponent stated that the Applicant had not disputed the said calculation and payment which was based on the Annexure-I to the letter of appointment and has accepted the same and no dispute was raised on the same at any time till his resignation. The Opponent stated that the Applicant was similarly paid from June, 2018 to November, 2021 which was accepted by him without any dispute. The Opponent stated that the Applicant was paid the

said agreed salary from May, 2018 till November, 2021 and no dispute was raised on the same by the Applicant at any time as he was aware that the actual salary was Rs. 22,908/-. The Opponent stated that the Applicant is not entitled to the claim made in the present application. The Opponent stated that without prejudice to the above, the Opponent in reply to the application in Form K-3 denies that the Applicant is entitled to the determination of the amounts of Rs. 1,08,806/- claimed by him in the said application. The Opponent stated that they denies that the offered salary of the Applicant was Rs. 3,20,000/- and the monthly salary was Rs. 26,667/- as claimed. The Opponent stated that the salary of Rs. 3,20,000/- per annum was the cost to the Company and the same was not offered to the Applicant as alleged. The Opponent stated that the actual salary of the Applicant was Rs. 22,908/- per month and the amount of Rs. 799/- and Rs. 292/- were the Employer's share of the PF and Bonus payable to the Applicant as per Payment of Bonus Act, 1965. The Opponent denies that the Applicant is entitled to the difference of Rs. 2667/- per month w.e.f. 01-07-2018 to 24-11-2021. The Opponent therefore prayed that the claim application is not maintainable and be dismissed with cost.

5. Thereafter, the Applicant filed his rejoinder on 13-02-2023 at Exb. 06. The Applicant, as and by way of his re-joinder, confirms and reiterates all the submissions and averments made by him in his claim statement to be true and correct and denies all the statements and averments made by the Opponent in their Written Statement, which are contrary to the statements and averments made by him. He stated that though he was designated as Executive HR, his primary duties were of Clerk in HR Dept. and he was doing the work to physically prepare and feed the salary of the workmen in software and forwarding it to General Manager-HR and Accounts Manager for payment, physically preparing the joining and relieving formalities of workmen as per the instructions and direction of General Manager-HR, physically preparing the filing PF and ESIC returns by taking Password, OTP from HR Manager & Accounts Manager, filing forms of Factory License Renewal, factory yearly returns, factory half yearly returns, Labour Welfare Returns and submitting it to HR Manager for signature and then submitting it in Government offices, checking of contract labour bills and forwarding the bills to Accounts Manager for payment, physically carrying out clerical work of HR Department. He submitted that his primary duty was clerical in nature and he has no supervisory or managerial powers to represent the Company.

6. Based on the pleadings filed by the Party hereinabove, this Hon'ble Court framed certain issues on 03-07-2023 at Exb. 10

1. Whether the Applicant proves that he is the Workman as defined u/s 2(s) of the I.D. Act, 1947?
2. Whether the Applicant proves that he is entitled to receive from the Opponent an amount of Rs. 1,08,806/- towards his unpaid salary?
3. Whether the Opponent proves that the present claim application filed by the Applicant is not maintainable in view of the reasons stated in at para 2 (b & c) of the written statement?

4. What Order?

7. My answers to the aforesaid issues are as under:

Issue No. 1 : In the affirmative.

Issue No. 2 : In the affirmative.

Issue No. 3 : In the negative.

Issue No. 4 : As per final order.

Ld. Rep. Shri P. Gaonkar appearing for the Workman as well as Ld. Adv. Shri P. J. Kamat representing the Employer chose to file synopsis of written argument. I have carefully perused the entire records of the present case including the synopsis of written argument filed by both the parties. I have carefully considered the submissions made in the written synopsis filed by both the parties.

#### REASONS

8. Issue No. 1: The Opponent as and by way of its preliminary objections, submitted that the Applicant is not a Workman as defined u/s 2(s) of the I. D. Act, 1947. The burden was therefore cast on the Workman to prove the same. Section 2(s) of the I.D. Act defines the term "Workman" and it reads as u/s 2(s) of the I. D. Act, 1947 has defined the term of "workman" and as such it is necessary to read the section as under:

9. Section 2 (s) of the I.D. Act, 1947 defines the term 'workman' and it means "*any person (including an apprentice) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether the terms of employment be expressed or implied and for the purposes of any proceedings under this act in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched in connection with or a*

consequence of that dispute or dismissal, discharge or retrenchment has led to that dispute, but does not include any such person.

- (1) who is subject to the AIR Force Act, 1950 (45 of 1950) or the Army Act, 1950 (46 of 1950) or the Navy Act, 1957 (62 of 1957) or
- (2) who is employed in the police service or as an Officer or other employee of a prison or
- (3) who is employed mainly in a managerial or administrative capacity
- (4) who, being employed in a supervisory capacity draws wages exceeding Rs. 1,600/- per month or exercises either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature."

10. In the case of **H. R. Adyanthaya v/s Sandoz (1) Ltd. reported in 1994 (69) FLR 593** the Hon'ble Supreme Court of India held that a person claiming to be a "Workman" under the I. D. Act, 1947 must show that he was employed to do the work of any of the category which of manual, unskilled, skilled, technical, operational, clerical or supervisory and that is not enough that he was not covered by either of the four exceptions to the definition of the Workman.

11. In the case of **Management of M/s Sonapate Co-operative Sugar Mills Ltd. v/s Ajit Singh** reported in 2005 LAB IC 1315, the Hon'ble Supreme Court of India observed that the question as to whether the Employee has been performing a clerical work or not is required to be determined upon arriving at the findings as regards the dominant nature of duty with a view to give effect to the expression to do "any manual, unskilled, skilled, technical, operational, clerical or supervisory work", the job of the concerned employee must fall within one or other category thereof. It would therefore not be correct to contend that merely because the employee had not been performing any managerial or supervisory duties, ipso facto, he would be a Workman" .

12. In the case of **Bhatiya General Hospital and anr, (Supra), the Hon'ble High Court of Bombay** in para 16 and 18 observed as under:

"16. The definition of "workman" under Section 2(s) of the Industrial Disputes Act, 1947 is of wide amplitude. Four classes of employees are, however, specifically excluded from the definition of workman. An employee who is employed, mainly in a managerial or administrative capacity or the one who is

employed in a supervisory capacity, draws wages exceeding Rs. 10,000/- per month or exercises, either by nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature is, inter alia, excluded from the definition of workman. The use of the term, "mainly" underscores the dominant nature of the duty so as to fall outside the protective umbrella of the labour legislation. By its very nature, the question as to whether an employee is a workman or not is rooted in facts".

"18. This being the nature of the definition of workman, the nomenclature of the post held by an employee is not of decisive significance. It is in the nature of the duty and not the nomenclature of the position that matters. Whether the overall consideration of the duty performed by the employee satisfies the description of the duties being either supervisory or mainly managerial nature, is the question to be posed."

The principle laid down by the Hon'ble High Court of Bombay in its aforesaid case is well established and also applicable to the case in hand.

13. In the case of **Gwalior Investment Co. Pvt, Ltd., (Supra) the Hon'ble High Court of Bombay** in para 7 of its judgment held as under:

7..... Irrespective of the wages paid, the test to determine whether a person is a workman or not is laid down by the **Supreme Court in A. G. Raj Rao v. Ciba Giegy of India Ltd., Bombay**, the Supreme Court has held":

"Whether a particular employee is a workman within the meaning of the expression as defined in Section 2(s) of the Industrial Disputes Act, 1947 or a person employed in a supervisory capacity the test that one must employ is what was the primary, basic or dominant nature of duties for which the person whose status is under enquiry was employed. A few extra duties would hardly be relevant to determine his status. The words like managerial or supervisory have to be understood in their proper connotation and their mere use should not detract from the truth. The definition of the expression workman clearly shows that the person concerned would not cease to be a workman if he performs some supervisory duties but he must be a person who must be engaged in a supervisory capacity."

14. Thus, in order to prove that the Party-I was a "Workman" as defined u/s 2(s) of the I. D. Act, 1947, the Party-I has to prove that he was performing the

duties of manual, unskilled, skilled, technical, operational, clerical or supervisory work. It is well settled law that whether a person is a 'workman' or not as defined u/s 2 (s) of the I. D. Act, 1947 has to be decided on the basis of the predominant nature of duties performed by concerned person at the relevant time, it cannot lay down any straight jacket formula.

15. In the case of **Karnataka Bank Ltd. v/s. Sunita B. Vatsaraj (SMT)**, reported in 2007 II CLR 650 the Division Bench of the Hon'ble High Court of Bombay held that "mere designation or nomenclature of the post not determinative of the duties performed by the Employer. The Hon'ble High Court further held that the term supervision means direction and control. The concerned employee must have a power to supervise, direct and control the work of another employee or employees working under him."

16. In the case of **Vinayak Baburao Shinde v/s. S. R. Shinde and ors.**, reported in 1985 I CLR 318, the Division Bench of Hon'ble High Court of Bombay observed as under:

*The word "supervisor" means to oversee, that is to look after the work done by other persons. The word 'supervision' occurring in Section 2(s) of the Industrial Disputes Act means supervision in relation to work or in relation to persons. The essence of supervision consists in overseeing by one person over the work of others. This also involves a power in the person overseeing to direct and control the work done by the persons over whom he is supervising. In an industrial establishment normally there are three layers of work. One is the clerical or the manual work which is done by the workmen, the second is the supervisory work done by a supervisor, and at a higher level is the work of a manager. The last mentioned officer is normally in a position to give orders and to see that the work is done. He has got powers to lay down the norms and to direct that the work shall be done in accordance with those norms. He has also, naturally, the power to take disciplinary action and in case where applications for leave are made it is within his power to sanction or reject those applications.*

*A supervisor is distinguished from a manager in as much as he has no powers to command others to do a particular work. His function is to see that the work is done in accordance with the norms laid down by the management. If the work is done, he has to assist the workmen to do it correctly in accordance with the norms. If, however, a workman does not to*

*do the work correctly or properly, the supervisor has no power to take any disciplinary action. In the case of leave applications, a supervisor can only recommend them and not sanction or reject them, the latter being within the jurisdiction of a manager."*

17. In the case of **John Joseph Khokar v/s R. S. Bhadange & ors**, reported in 1997 II CLR 921, the Hon'ble High Court of Bombay held as under:

*"The position that emerges from the aforesaid discussion is that in determining the question whether a person employed by the employer is workman under Section 2(s) of the I. D. Act or not, the court has principally to see main or substantial work for which the employee has been employed and engaged to do. Neither the designation of the employee is decisive nor any incidental work that may be done or required to be done by such employee shall get him outside the purview of workman, if the principal job and the nature of employment of such employee is manual, technical or clerical. In hierarchy of employees, some sort of supervision by the employee over the employees of the lower ladder without any control may not be itself be sufficient to bring that employee in the category of supervisor, yet if the principal job of that employee is to oversee the work of employees who are on the lower cadre of the hierarchy and he has some sort of independent discretion and judgment, obviously such employee would fall within the category of supervisor. Each case would depend on the nature of duties predominantly or primarily performed by such employee and whether such function was supervisory or not would have to be decided on facts keeping in mind correct principles where the employee possess power of assigning duties and distribution of work such authority of the employee may be indicative of his being supervisor doing supervision. In a broad sense supervisor is one who has authority of the employee may be indicative of his being supervisor doing supervision. In a broad sense supervisor is one who has authority over others. Someone who superintends and direct others. An employee who in the interest of the employer has responsibility to direct control the work done by the other workers and if the work is not done correct to guide them to do it correctly in accordance with norms shall certainly be a supervisor. A supervisory work may be contradistinguished from managerial and administrative work and, so also a supervisor from manger and administrative work. Supervisor's pre-dominant function is to see that work is done by the workers under him in*

accordance with the norms laid down by the management, he has no power to take any disciplinary action”.

18. In the case of **Tanojkumar B. Chatterji v/s Solapur Municipal Corporation, Solapur, reported in 2004 (2) L.L.N. 566**, the Hon'ble High Court of Bombay in para 5 of its judgment held as under:

*“5. Now it is well-settled in this branch of law, as in many others, that designations are not dispositive. The court has to have due regard to the real nature of duties and functions. In so far as a supervisor is concerned, he or she is one who can bind the employer by taking some kind of decision on his behalf.*

19. **National Engineering Industries Ltd. v/s Sri Kishan Bhageria [1988 (1) L.L.N. 675]**. A supervisor is one who has authority over others to superintend and direct. A supervisor may possess the authority to hire, transfer, suspend, lay-off, recall, promote, discharge, assign, reward or discipline other employees, or the responsibility to direct them or to adjust their grievances or effectively to recommend such action. The work of a supervisor is distinguished from work which is of a clerical nature by the exercise of independent judgment. The decisions of the Supreme Court as well as of this court have been considered in a judgment of **Shri Justice Rebello, speaking for this court, in Union Carbide (India) Ltd v/s. D. Samuel and others [1999 (2) L.L.N. 165]**. **The Bombay Dyeing and Manufacturing Company Ltd. v/s. R.A. Bidoo and Others [1989 (2) L.L.N. 483]** Division Bench of this court held that “a supervisor is an overseer. A person can be said to be a supervisor if there are persons working under him over whose work he has to keep a watch. A supervisor is empowered to take corrective steps if a subordinate errs in work assigned to him.

20. In the case of **Anand Regional Co-op. Oil Seeds Growers Union Ltd. v/s. Shailesh Kumar Harshadbhai Shah, reported in (2006) 6 SCC 548**, the Hon'ble Apex Court in para 15 explained the term ‘supervision’ as under:

*“15. Supervision contemplates direction and control. While determining the nature of the work performed by an employee, the essence of the matter should call for consideration. An undue importance need not be given for the designation of an employee, or the name assigned, to, the class to which he belongs. What is needed to be asked is as to what are the primary duties he performs. For the said purpose, it is necessary to prove that there were some persons working under him whose work is required to be*

*supervised. Being in charge of the section alone and that too it being a small one and relating to quality control would not answer the test.”*

21. In the case in hand, the evidence on record indicates that the Applicant was appointed as Executive-HR in S4 Grade. As an Executive HR in S4 Grade, his primary duties and responsibilities were to physically prepare and feed the salary of the workmen in software and forwarding it to General Manager-HR and Accounts Manager for payment, physically preparing the joining and relieving formalities of workmen as per the instructions and direction of General Manager-HR, physically preparing the filing PF and ESIC returns by taking Password, OTP from HR Manager & Accounts Manager, filing forms of Factory License Renewal, factory yearly returns, factory half yearly returns, Labour Welfare Returns and submitting it to HR Manager for signature and then submitting it in Government offices, checking of contract labour bills and forwarding the bills to Accounts Manager for payment, physically carrying out clerical work of HR Department. In cross examination, he was shown certain emails which he used to send the said emails to the Labour Commissioner as well as certain authorities. Thus, the primary duties and responsibilities of the Applicant were clerical in nature and as such, the Applicant is a “Workman” as defined u/s 2(s) of the I. D. Act. Hence it is held that the Applicant proves that he is the Workman as defined u/s 2(s) of the I.D. Act, 1947.

22. *Issue No. 2:* The Applicant was issued an appointment letter dated 21-05-2018 at Exb. 14. Clause 15 of the said appointment letter issued to the Applicant at Exb. 14 states that the Applicant shall draw a remuneration of Rs. 3,20,000/-/CTC per annum out of which Rs. 32,000/- per annum is variable components. The sole witness of the Employer Shri Mangesh Dalvi in his oral evidence stated that the Applicant shall draw a remuneration of Rs. 3,20,000/- per annum CTC and that the Annexure-I issued to the Applicant showed the monthly break-up of the actual wages payable to the Applicant are basic of Rs. 6,656/-, HRA of Rs. 8,126.50/- and Conveyance of Rs. 8,126.50/- Total of Rs. 22,908/-. In his cross examination, he also admitted that the Clause 15 of the Appointment letter issued to the Applicant shows the remuneration of the Applicant was fixed at Rs. 3,20,000/-/CTC per annum and out of which Rs. 32,000/- per annum is variable components. The sole witness of the Opponent admitted that the Opponent has paid to the Applicant an amount of Rs. 2,88,000/- per annum and the Opponent has not paid an amount of Rs. 32,000/- per annum to the

Applicant till date. Thus, the Opponent is liable to pay to the Applicant a sum of Rs. 1,08,806/- i.e. from July 2018 till 24-11-2021. Hence it is held that the Applicant proves that he is entitled to receive from the Opponent an amount of Rs. 1,08,806/- towards his unpaid salary. The issue No. 2 is therefore answered in the affirmative.

23. *Issue No. 3:* The Opponent, as and by way of preliminary objection in the written statement submitted that the Applicant is not a Workman as defined under Section 2(s) of the I. D. Act, 1947, that the claim which is made in the application is not due to the Applicant under a settlement or an award or under the provisions of Chapter VA or Chapter VB of the said Act in that the amount claimed is neither payable to the Applicant nor it is the benefits given to the Applicant. The burden to prove is on the Opponent.

While deciding the issue No. 1 hereinabove, I, have discussed and come to the conclusion that the Applicant is Workman within the meaning of Section 2(s) of the I. D. Act, 1947.

24. *Ld. Adv. Shri P. J. Kamat* representing the Opponent in his written synopsis stated that the claim of variable components is neither an admitted claim nor existing claim and as such application u/s 33 C 2 of the said Act is not maintainable and relied upon a judgment of Hon'ble Supreme Court of India in the case of **State Bank of India V/s. Ram Chandra Dube & ors reported in 2001, LIC 79.**

The judgment relied upon by *Ld. Adv. Shri P. J. Kamat* representing the Opponent is not applicable to the case in hand. He also relied upon a judgment of Hon'ble Apex Court in the case of **Bombay Chemical Industries V/s. Deputy Labour Commissioner & anr. reported in 2022 II CLR 503.**

The said judgment is also not applicable to the case in hand.

Hence, it is held that the Applicant failed to prove that the claim application, filed by the Applicant is not maintainable in view of above reasons stated in para 2 (b & c) of the written statement. The Issue No. 3 is therefore answered in the negative.

Thus, the Opponent was supposed to pay the said amount of Rs. 1,08,806/- in the year June, 2018 till November, 2021. The Opponent is therefore liable to pay the said amount of Rs. 1,08,806/- to the Applicant along with interest @ 9% per annum from the date of its maturity till its actual realization.

In view of above, I pass the following Order:

## ORDER

The claim application of the Applicant dated 06-12-2022 is hereby granted. Consequently, the Opponent is hereby directed to pay to the Applicant a sum of Rs. 1,08,806/- along with interest @ 9% per annum from the date of its maturity till its actual realization.

Pronounced in the Open Court.

Sd/-  
(Suresh N. Narulkar),  
Presiding Officer,  
Labour Court-II.

## Notification

No. 28/02/2024-LAB/Part-I/617

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 18-09-2024 in Ref. No. IT/03/19 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 7th October, 2024.

IN THE INDUSTRIAL TRIBUNAL AND  
LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

(Before *Mrs. Vijayalaxmi Shivolkar*, Presiding Officer)

Ref. No. IT/03/19

Workmen,  
Rep. by the President,  
Mapusa Urban Co-op. Bank  
Employees Union, 3rd Floor,  
Dr. Dada Vaidya Road,  
Panaji-Goa (403001). .... Workmen/Party-I.

V/s

M/s. Mapusa Urban Co-op. Bank of Goa Ltd.,  
Reg. Office, "Nandadeep",  
Mapusa, Bardez-Goa (403507) .... Employer/Party II.

Workmen/Party I represented by *Shri Subhash Naik Jorge*.

Employer/Party II represented by *Ld. Adv. S. B. S. Bangui*.



## AWARD

**(Delivered on this the 18th day of the month of September of the year 2024)**

By Order dated 09-04-2019, bearing No. 28/24/2018-LAB/263, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 (for short The Act), (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the existing dispute between the management of M/s. Mapusa Urban Co-operative Bank of Goa Ltd., Mapusa-Goa and its Workmen representative by Mapusa Urban Co-operative Bank Employees Union, for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act. The Schedule of reference pertaining to charter of demands is as under:

## SCHEDULE

- (1) *Whether the action of the management of M/s. Mapusa Urban Co-operative Bank of Goa Limited, Mapusa, Goa in refusing to consider the following demands raised vide letter dated 11-04-2015 by the employees represented by Mapusa Urban Co-operative Bank Employees Union, is legal and justified?*

## CHARTER OF DEMANDS

1. *Wage Rise*: The Union demanded that all the members shall be granted a wage rise of 30% on gross wages for clerks and 35% wage rise on gross wages for sub staff w.e.f. 01-04-2015 which shall be distributed under the heads given here below from Serial No. 2 to Serial No. 13.

2. *Basic Pay*: The Union demanded that the existing Basic Pay Scales of the members be revised after merging DA of 4440 points (Base 1960 100) into basic Pay and revising the same by 20% for Clerks/typist and 25% for sub staff. The new Basic Pay Scales arrived at is as follows:

- (a) Assistant Clerks : 10013-528/3-11598-798/  
/2-13991-1057/1-15048-1585/  
/4-21390-1845/3-26924-2114/  
/4-35380-2642/2-40664
- (b) Clerical Grade : 11070-528/3-12655-798/  
/3-15048-1057/1-16105-1585/  
/4-22-1845/3-27981-2114/  
/4-36437-2642/5-49107
- (e) Typist Grade : 11070-528/3-12655-798/  
/3-15048-1057/1-16105-1585/  
/4-22447-1845/3-27981-  
-2114/5-38551-2642/7-57045

- (d) Sub Staff : 9699-350/5-11451-490/  
/5-13903-631/4-16425-771/  
/1-17196-767/2-18730-1041/  
/1-19771-1111/5-25356

3. *Dearness Allowance*: The Union demanded that with effect from 01-04-2015, DA be paid at 100% neutralization above 4440 points (Base 1960-100) (DA from points 2836 to 4440 points has been merged in Basic Pay).

4. *Stagnation Increments*: The Union demanded that with effect from 01-04-2015, Stagnation Increments shall be paid after every two years.

5. *Special Increment*: The Union demanded that with effect from 01-04-2015, Certified Associate of Indian Institute of Banking Increment be paid beyond time scale i.e. Certified Associate of Indian Institute of Banking Increments shall be continued to be paid even after reaching end of pay scale.

6. *Special/Functional Allowances*: The Union demanded that the following employees shall be given Special/Functional Allowances as under:-

- (a) Cashier : Rs. 1,000/- per month.
- (b) Clearing House Clerk : Rs. 500/- per month.
- (c) Cash in transit for Clerk : Rs. 100/- per trip.
- (d) Cash in transit for Sub Staff : Rs. 50/- per trip.
- (e) Audit clerk : Rs. 500/- per month.
- (f) Electricity Bill Cashier : Rs. 200/- per month.
- (g) Recovery Clerk : Rs. 200/- per month.
- (h) Stitching of Vouchers : Rs. 200/- per month.  
HO for Sub Staff
- (i) Stitching of Vouchers : Rs. 100/- per month.  
branch for Sub Staff
- (j) CTS Cheques for Sub Staff : Rs 200/- per month.

7. *House Rent Allowance*: The Union demanded that with effect from 01-04-2015, 10% of Basic Pay be paid as HRA to all members over and above the existing HRA.

8. *City Compensatory Allowance*: The Union demanded that with effect from 01-04-2015, 10% of Basic Pay shall be paid as City Compensatory Allowance to all the members over and above the existing City Compensatory Allowance.

9. *Medical Aid*: The Union demanded that with effect from 01-04-2015, medical aid of Rs. 10,000/- per annum be paid to the members.

10. *Daily Allowances*: The Union demanded that with effect from 01-04-2015, daily allowance of Rs. 250/- per day be paid to the members for outdoor duty within the State provided in case of official work outside Goa, daily allowance of Rs. 500/- per day plus actual hotel expenses on production of bills.

11. *Leave Fare Concession*: The Union demanded that with effect from 01-04-2015, LFC shall be given once every two years upto a limit of 6000 kms. by air or any other mode of transport. Encashment be permitted to those who wish to on the basis of a simple declaration.

12. *Closing Allowance*: The Union demanded that with effect from 01-04-2015, closing allowance of Rs. 500/- per closing shall be paid.

13. *Golden Jubilee Additional Increment*: The Union demanded that with effect from 01-04-2015, as the bank has completed 50 years of existence, all employees shall be granted one Golden Jubilee Additional Increment which should be extended beyond pay scale.

14. *Leave Accumulation*: The Union demanded that with effect from 01-04-2015, leave accumulation be allowed upto 450 days and encashment of leave be allowed upto 360 days. Leave in excess of 360 days should be availed before retirement. If not granted due to exigencies, the same should be encashed.

15. *Casual Leave*: The Union demanded that with effect from 01-04-2015, casual leave not availed during the year should be credited to unavailed Casual Leave which employees can avail in the subsequent years.

16. *Encashment of Leave*: The Union demanded that with effect from 01-04-2015, encashment of leave be allowed once every two years upto leave of one month. In case of leave beyond accumulation, the same should be automatically encashed.

17. *Maternity/Paternity Leave*: The Union demanded that with effect from 01-04-2015, maternity leave be increased to six months and paternity leave be increased to 15 days on two occasions during service period.

18. *Special Union Leave*: The Union demanded that with effect from 01-04-2015, special union leave be increased to 20 days for union officer bearers and 15 days for executive committee members and 25 days of central committee members of All India Co-operation Bank Employees Federation.

18. *Mediclaim Facilities*: The Union demanded that with effect from 01-04-2015, mediclaim facilities

be introduced for the members and their family for an amount of Rs. 5,00,000/-, premium of which shall be paid by the bank.

2. Upon receipt of the reference, it was registered as IT/03/2019 and registered AD notices were issued to both the Parties. Pursuant to service of notices, the Party I/Workmen filed Application for appointment of Liquidator. Which Application came to be allowed vide Order dated 27-04-2022 on Exh 4 and accordingly Mapusa Urban Co-operative Bank of Goa Ltd., Head office, Mapusa, Goa was appointed as a Liquidator to the present dispute.

3. The Party I thereafter filed the Statement of Claim at Exh. 6. In brief it is the case of Workmen/ Party I that Party I is the Trade Union of all the Officers employed with Party II and it represents all the Officers of Party II who are Workmen under the ID Act. Party I has signed several Wage Statement with Party II for improvement in which the wage and service conditions of its member. The last such wage Settlement revising the wages and the service conditions between the Parties is for the period with effect from 01-04-2012 to 31-03-2015. That after the expiry of the said Wage Settlement of 31-03-2015 the Party I submitted the Charter of Demand on behalf of its member dated 11-04-2015 seeking improvement of wages and service conditions with effect from 01-04-2015 the detailed Charter of Demand has been reproduced herein above.

4. The present reference is on account of failure on the part of Party II to settle the charter of demands and for not revising the wages and service condition of its member. It is further stated the demands raised by Party I are justified as same are paid in all other co-operative banks in Goa. It is further submitted that some employees and officer have been retrenched from the service but the legal dues are not paid in terms of Section 25 (f) of the ID Act in the facts and circumstances it is claimed that the demands raised in the Charter of Demand be granted by deciding the reference in favor of Workmen/Party I.

5. The Party II filed their Written Statement at Exh. 7. Party II objected the reference by raising the preliminary objections stating:

- (a) The demands which have been referred for adjudication by Government of Goa are wholly unrealistic, unreasonable and unjust. There is absolute no merits or substance in the demands raised by the Union on the Bank and therefore the same deserves no consideration and as such are liable to be rejected out right.

- (b) The State Govt. before making the reference did not consider the relevant consideration which could cloth it with the power to make the reference under Section 10 of the Act. The whole reference of all the disputes in the Charter of Demands for adjudication was bad.

5. On merits it is the case of Party II that the Bank is Multistate Co-op. Bank and states that it is a society registered under the office of Central Registrar of Co-op. Societies, New Delhi governed under Multistate Co-op. Societies Act, 2002. The Party I, employees were informed by the Party II about the order No. DCBRCO.AD/2647/12.22.156/2019-20 dated 16-04-2020. The RBI cancelled the license of bank to carry out the banking business in India under Section 22 read with Section 56 of Banking Regulation Act, 1949. The Party I was also informed that in terms of said order the bank was prevented from carrying on banking business under Section 5(b) of the act and hence banking business activities were stopped.

7. Further, immediately the Deposit, Insurance and Credit Guarantee Corporation of India, a wing of RBI took control of the functioning and ensured that the functioning is done strictly in compliance with their orders. The license cancellation order did not mention any preferential payment to the employees and hence the liquidation is bound by instructions of DICGC-RBI. It is therefore, submitted that Liquidator appointed has no preference to pay any amount other than specified by DICGC.

8. The Party I has submitted that the wage revision demand dates back to 01-04-2012 to 31-03-2015. In this regards we place on record RBI Order dated 16-04-2020 wherein the final position is analyzed. In view of assessed net worth, Gross NPA there is no scope for any improvement of finance. The Party II submits that the bank is not under revival and is under liquidation and as such there is no scope for any wage revision.

9. The Party II submits that all legal dues including accommodation, sick leave have been paid to each and every employee on pay roll on the day the license was cancelled.

10. With reference to the Claim Statement Party II admitted Para 1, 2, 3 and submitted that due to circumstances beyond their control and also for the reasons that Party II incurred loss for past years since 2015-16 to 2021-22, they could not settle the Charter of Demand. It is further stated that the request for the Retrenchment Compensation made by Party I before the Labour Commissioner was

dismissed by reasoned Order hence the present reference cannot be considered favorably and same be dismissed.

11. Considering the Claim Statement of Party I and the Written Statement filed by the Party II following issues were framed on 12-01-2024.

#### ISSUES

1. Whether the Party I proves that the Charter of Demands raised by them against the Party II are legal and justified?
2. Whether the Party II proves that the reference made by the Government is not maintainable as contended by the Party II in Para 1 (a) and (b) of its written statement?
3. What relief? What Award?

13. As the matter was fixed for the evidence of Party I at which time Party I/Workmen filed Application at Exh. 10 for violation of provisions of Section 33 of the Industrial Disputes Act and for rendering the present reference infructuous. In this Application Party I stated that during the pendency of present reference, Party No. II has terminated by way of retrenchment all employees as per provisions of Section 25 F read with Section 25 FFF of Industrial Disputes Act, 1947, on the plea that their establishment is being closed.

14. However, at the time of termination no one month's notice pay and retrenchment compensation as per provisions of Section 25 F read with Section 25 FFF of Industrial Disputes Act, 1947, was paid.

15. In view of that it is submitted by Party I humbly prays that order be passed holding Party No. II violated the provisions of Section 33 of Industrial Dispute Act by retrenching the services of all employees while reference was pending before this Hon'ble Tribunal thus rendering the present reference infructuous.

16. In the reply filed by Party II opposing the Application at Exh. 10 of Party I it is stated that at the outset the Party II states and submits that the present reference is on Charter of Demands of the Union made in the year 2015. That the action of the Party II in closing down the Bank and terminating the services of all the workmen is not for misconduct to attract provisions of Section 33 of the said Act.

17. The Party II submits that the Reserve Bank of India, Mumbai (RBI) vide its order No. DCBRCO.AD/2647/12.22156/2019-20 dated 16-04-2020 had cancelled/revoked the banking license granted to the Party II for conducting the activity of Banking under Section 22 read with Section 56 of the Banking Regulation

Act, 1949, therefore Deposit Insurance Credit Guarantee Corporation of India (DICGCI), a wing of RBI took control of the functioning of the Party II Bank and ensured that the functioning is done statutory in compliance with the said order of the RBI. A liquidator was appointed by the Central Registrar of Co-operative Societies, New Delhi, to monitor the liquidation process. The said liquidator had no powers to pay any amount other than that specified by the DICGCI.

18. The Party II states that in view of the order of the RBI, the liquidator took steps to close the branches at different places in Goa in phased manner. On account of the closure of the branches, the Party II had to discharge such employees in the branches in phased manner. The Party II submits that under the restrictions imposed by the RBI and DICGCI, the Party II was allowed to pay the Gratuity, Privilege leave encashment of the Employees and salary till the date of closure.

19. The Party II submits that since the License of the Party II to conduct the activity of the Banking was cancelled by the RBI, the Party II had no alternative then to discharge the workmen from time to time in phased manner limited powers of the liquidator. The Party II submits that the provisions of Section 25F for payment of Retrenchment Compensation is not a condition precedent to close the branches of the Party II and non-payment of the same would not render the action of closure illegal as the closure has been admitted by the Party I.

20. The Party II submits that if the Party I feels that the Party II has contravened Section 33 of the said Act during the pendency of the present reference, the remedy to the Party I is to raise a separate dispute and get the same adjudicated and accordingly pray that Application at Exh. 10 be dismissed.

21. Heard Arguments advanced by Shri Subhash Naik Jorge and heard Argument advanced by Adv. S.B.S. Bangui.

22. Sub-clause (b), Clause 1 of Section 33 of the Industrial Dispute Act prohibits an Employer from discharging or punishing any workmen concerned in such dispute for any misconduct connected with the said dispute by dismissal or otherwise, save with express permission in writing of the authority before which the procedure is pending. further Clause 2 of Section 33 provides during the pendency of any such proceeding in respect to industrial dispute the employer in accordance with the standing order applicable to the workmen in

concern dispute (or where are no standing order in accordance with the terms of the contract whether express or implied between him and the workmen may (a) alter in regards to any matter not connected with the dispute the condition of service applicable that workmen immediately before the commencement of such proceedings or (b) for any misconduct not connected with the dispute, discharge or punish, whether by dismissal or otherwise that workmen.

23. It is the contention of Party II that if the Party I is aggrieved of Party II having violated the provisions of Section 33 of the ID Act than the remedy to the Party I is to raise a separate dispute. Therefore the contention of Party I that by way of retrenchment the Party II had terminated Employees as per the provisions of Section 25 (f) read with Section 25 FFF does not hold good. It is the matter of record and which fact has been admitted by the Party I that the establishment of Party II had to be closed down on account of Order of the RBI. This Tribunal have no reason to disbelieve the contention of the Party II that on account of the cancellation of the license of Party II to conduct the activity of Banking by RBI, the Party II was left with no other alternative but to discharge its Employees from time to time in a phased manner which fact has not been disputed by Party I.

Hence the following Order:

#### ORDER

- (i) The Application filed by the Party I/Workmen at Exh. 10 stands dismissed consequently the present reference stands dismissed being infructuous.
- (ii) No order as to costs.
- (iii) Inform the Government accordingly.

Sd/-

(Vijayalaxmi Shivolkar),  
Presiding Officer,  
Industrial Tribunal-cum-  
-Labour Court.

◆◆◆  
Department of Museums

Directorate of Museums

#### Order

No. 1/352/2023/DM-720

The Government of Goa is pleased to constitute Expert Committee under the Chairmanship of Secretary for Museum for 'Restoration and setting up Museum' at Old Secretariat Building, Panaji.

The Expert Committee hereby constituted shall consist of following members:

1. Secretary (Museum) — Chairman.
2. Principal Chief Engineer or his representative, Public Works Department — Member.
3. Marwin C. Gomes, Chief Architect, Public Works Department — Member.
4. Ar. Ketak Nachinolkar, Conservation Architect — Member.
5. Natasha Da Costa Fernandes, Curator Museum of Christian Art — Member.
6. Baiju Parthan, well Known Artist — Member.
7. Rohit Falgaonkar, Expert of Goan History & Archeology — Member.
8. Karmal (Prita) Sardesai, well known Architect — Member.
9. Querozito De'souza, well known Painter — Member.
10. Anjali Sen, Former Director of National Gallery of Modern Art — Member.
11. Viraj Naik, well known Painter — Member.

12. Prashant Panjiar, Photographer, — Member.  
well known Photo Journalist  
and Curator

13. Tallulah D'silva, well known — Member.  
Architect

14. Director of Museums — Member  
Secretary.

Scope of work of Expert Committee is as follows:

- 1) To approve the restoration plan and its financial estimate.
- 2) To finalize/approve the layout and interior design plan for setting of museum and art galleries.
- 3) To monitor the execution of work.
- 4) To advice and setting of various galleries.

The committee shall meet as and when required to discuss the matter related to 'Restoration and setting up museum at Old Secretariat building'.

The same has been approved by the Government vide U. O. No. 233/F dated 27-09-2024.

The above committee shall come in force immediately till the restoration and setting of the museum at Old Secretariat.

Dr. Vasu M. Usapkar, Director (Museums)

Panaji, 16th October, 2024.

## Department of Public Health

### Order

No. 4/16/2002-II/PHD/Vol. II/3172

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/30(11)/2021/198 dated 20-9-2024, Government is pleased to promote the following Doctors to the post of Associate Professor in the Department of Obstetrics and Gynaecology (Group "A" Gazetted) in Goa Medical College and Hospital, Bambolim on regular basis in the Level 11 of Pay Matrix (PB-3: Rs. 15,600-39,100/- + GP: Rs. 6,600/-) and other allowances to be fixed as per rules with immediate effect:-

1. Dr. Rupa Satish Padwalkar.
2. Dr. Sarika Damodar alias Swapnil Arsekar.

The promotion is made against the vacancy occurred due to (i) acceptance of voluntary

retirement of Dr. Manjusha Jindal w.e.f. 16-11-2021 (f.n.) vide Order dated 30-09-2021 and; (ii) acceptance of voluntary retirement of Dr. Mrinalini Sahasrabhojane w.e.f. 31-07-2023 vide order dated 12-07-2023.

By order and in the name of the Governor of Goa.

Gautami S. Parmekar, Under Secretary (Health-I).

Porvorim, 23rd October, 2024.

## Department of Transport

### Directorate of Transport

### Notification

No. D.Tpt/EST/3041/2022/2575

In exercise of the powers conferred by sub-section (2) of Section 11 of the Goa Motor Vehicles Tax Act, 1974 (Act 8 of 1974) and for the purpose of

effective implementation of “Registered Vehicle Scrappage Policy of Goa, 2023”, the Government of Goa hereby exempts all the motor vehicles which are registered in the State of Goa and handed over to any registered vehicle scrapping facility (RVSF), for the purpose of scrapping, upto 31-03-2026, from payment of outstanding arrears/liabilities of tax and penalty payable on such motor vehicles.

This Notification shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa.

*P. Pravimal Abhishek*, IAS, Director & ex officio Addl. Secretary (Transport).

Panaji, 29th October, 2024.

[www.goaprintingpress.gov.in](http://www.goaprintingpress.gov.in)

Published and Printed by the Director, Printing & Stationery,  
Government Printing Press,  
Mahatma Gandhi Road, Panaji-Goa 403 001.

PRICE—Rs. 22.00

PRINTED AT THE GOVERNMENT PRINTING PRESS, PANAJI-GOA—248/80—11/2024.